

**ADDENDUM TO**

**MEMORANDUM OF AGREEMENT  
BETWEEN THE  
ELIZABETH BOARD OF EDUCATION  
AND THE**

**NORTHEAST REGIONAL COUNCIL OF CARPENTERS LOCAL UNION NO. 254,  
SHEET METAL WORKERS' INT'L ASSOCIATION LOCAL UNION NO. 22,  
PLUMBERS LOCAL UNION NO. 24, AND THE INTERNATIONAL UNION OF  
PAINTERS AND ALLIED TRADES AFL-CIO DISTRICT COUNCIL NO. 21, AND THE  
INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS LOCAL 102**

**(2022-2023, 2023-2024, 2024-2025)**

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This is an Addendum to the Memorandum of Agreement between the Elizabeth Board of Education and the Northeast Regional Council of Carpenters Local Union No. 254, Sheet Metal Workers' Int'l Association Local Union No. 22, Plumbers Local Union No. 24, and the International Union of Painters And Allied Trades AFL-CIO District Council No. 21, and the International Brotherhood of Electrical Workers Local 102, through their respective representatives which commenced on July 1, 2022 and concludes on June 30, 2025.

The parties agree to modify the Agreement as follows:

**I. Article XII Wage Increases**

**School Year 2022-2023**

Salary adjustments of 4% for the 2022-2023 school year.

**School Year 2023-2024**

Salary adjustments of 3.9% for the 2023-2024 school year.

**School Year 2024-2025**

Salary adjustments of 3.75% for the 2024-2025 school year.

**II. Article XVI Insurance Benefits/Discounts**

The parties further agree and acknowledge that effective January 1, 2023 and thereafter the individual member contributions to health care coverage shall be based on Tier 4 of the Chapter 78 tables without discount.

**III. All other provisions of the Agreement shall remain in full force and effect during the term of the Agreement.**

**1. School and District Closings**

The parties agree that Union members shall be off duty on days when the schools and District are closed pursuant to the Official Elizabeth Public Schools School Calendar.

**2. Overtime Rate**

The parties agree that the overtime rate is increased based on the wage rate increases above.

**3. Reimbursement for Use of Personal Car**

The parties agree that Union members shall receive reimbursement for use of their personal automobiles at the NJ OMB mileage rate.

**4. Article XI Duration of Agreement**

This agreement shall be effective for the period commencing July 1, 2022 and shall continue in effect until June 30, 2025.

**Agreed and Acknowledged:**

By: *Dave Rezas* 1/10/23  
Dave Rezas, Business Rep. Date  
District Council No. 24

By: *[Signature]* 1.10.23  
Olga Hugelmeier, Superintendent Date  
Elizabeth Board of Education

By: *Paolo Belardo*  
Paolo Belardo, Business Rep. Date  
Carpenters Local No. 254

By: *Harold E. Kennedy, Jr.* 1/10/2023  
Harold E. Kennedy, Jr., Business Administrator Date  
Elizabeth Board of Education

By: *James E. O'Reilly* 1/10/23  
James E. O'Reilly, Bus. Manager Date  
SMART Local Union No. 22

By: *Chadrick Garris* 1/10/23  
Chadrick Garris, Bus. Agent Date  
Plumbers Local 24

By: *Patrick Della Cava*  
Patrick Della Cava, Bus. Manager Date  
Electrical Local No. 102